

GOVERNOR'S OFFICE OF COMMUNITY SERVICE



STATE SERVICE PLAN

2016-2018

INTRODUCTION

The Montana Governor's Office of Community Service's 2016-2018 State Service Plan is a three-year plan that serves as a framework for service, volunteerism, and emergency preparedness in Montana. The State Service Plan is based in State Statute and is a requirement of the Corporation for National and Community Service (CNCS). The three year plan is effective January 1, 2016 and will determine strategic goals and initiatives of the Commission on Community Service.

NATIONAL SERVICE AND COMMISSION HISTORY

National Service is the result of over 100 years of citizen engagement and philosophy rooted in the notion that service and devotion are key ingredients to democracy and achieving greater good. From William James's Moral Equivalent of War in 1910, to President Franklin D. Roosevelt's creation of the Civilian Conservation Corps in the 1930's, National Service has progressed and remained a legacy priority of the majority of America's 20th Century presidents. In the 1960's President John F. Kennedy established the Peace Corps, in 1964, President Lyndon B. Johnson worked with Congress to pass the Volunteers in Service to America (VISTA) Act. Senior Corps was originally mandated under the Domestic Volunteer Service Act of 1973. In 1990, President George H. W. Bush signed the National and Community Service Act into law, establishing a Commission on National and Community Service. In 1993, President Bill Clinton amended President George H. W. Bush's legislation to create the Corporation for National and Community Service (CNCS) and ultimately expanded National Service. Senior Corps, which was originally mandated under the Domestic Volunteer Service Act of 1973, and its three organizations--Foster Grandparents, Retired and Senior Volunteer Program (RSVP), and Senior Companions--was reformed to a single agency under CNCS. The updated National and Community Service Act also required each state to create a commission to receive and administer federal funds for National Service programs. In 1994, the first cohort of AmeriCorps members began serving nationwide and in Montana. On April 21, 2009, President Barack Obama signed the Edward M. Kennedy Serve America Act to reauthorize and further expand National Service programs.

Created in 1993 as a result of the National and Community Service Trust Act and other legislation, the Montana Governor's Office of Community Service and the Governor-appointed Montana Commission on Community Service continues to promote and expand National Service and volunteer opportunities in Montana. Under Montana Code Annotated 90-14-104, the Commission on Community Service is staffed by the Governor's Office of Community Service (OCS). While being one of several offices within the Governor's Office, OCS is administratively attached to the Montana Department of Labor and Industry. The Office is funded in part by grants from CNCS.

To view Montana's state service profile, visit nationalservice.gov

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MISSION

The Governor's Office of Community Service:



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STATE SERVICE PLAN OVERVIEW

Montana's State Service Plan was drafted by members of the Governor's Commission on Community Service with the support of the Governor's Office of Community Service staff. The purpose of the State Service Plan is to assess how National Service and community volunteerism can be an inclusive strategy to meeting needs facing our state and how National Service can be strengthened across programs through training and partnerships. The State Service Plan is adaptable and intended to cover a three-year period. The State Service Plan serves as a funding prioritization tool and fulfills requirements set forth by the [Corporation for National and Community Service](#) (CNCS).

In alignment with identifying Montana's greatest needs, developing goals and objectives, and recognizing how those goals and objectives can be achieved through the mission of the Governor's Office of Community Service, National Service, and community partnerships, statewide public input was gathered from over 630 respondents for the Community Needs Assessment section. Further input was gathered from Commission members and those they represent, through a series of State Service Plan Workgroup meetings.

FOCUS AREAS AND SPECIAL INITIATIVES

Guidance for the State Service Plan was derived from special initiatives and focus areas of the Corporation for National and Community Service (CNCS), Governor and First Lady Bullock's Initiatives, and public input.

CNCS Focus Areas

[Disaster Services](#)
[Economic Opportunity](#)
[Education](#)
[Environmental Stewardship](#)
[Healthy Futures](#)
[Veterans and Military Families](#)

CNCS Special Initiatives adopted by Montana

[Employers of National Service](#)
[National Days of Service](#)
[Mayors, County, and Tribal Day of Recognition for National Service](#)
[Native American Affairs](#)
[Eli Segal Education Award match](#)

Governor and First Lady Bullock's Initiatives adopted by OCS

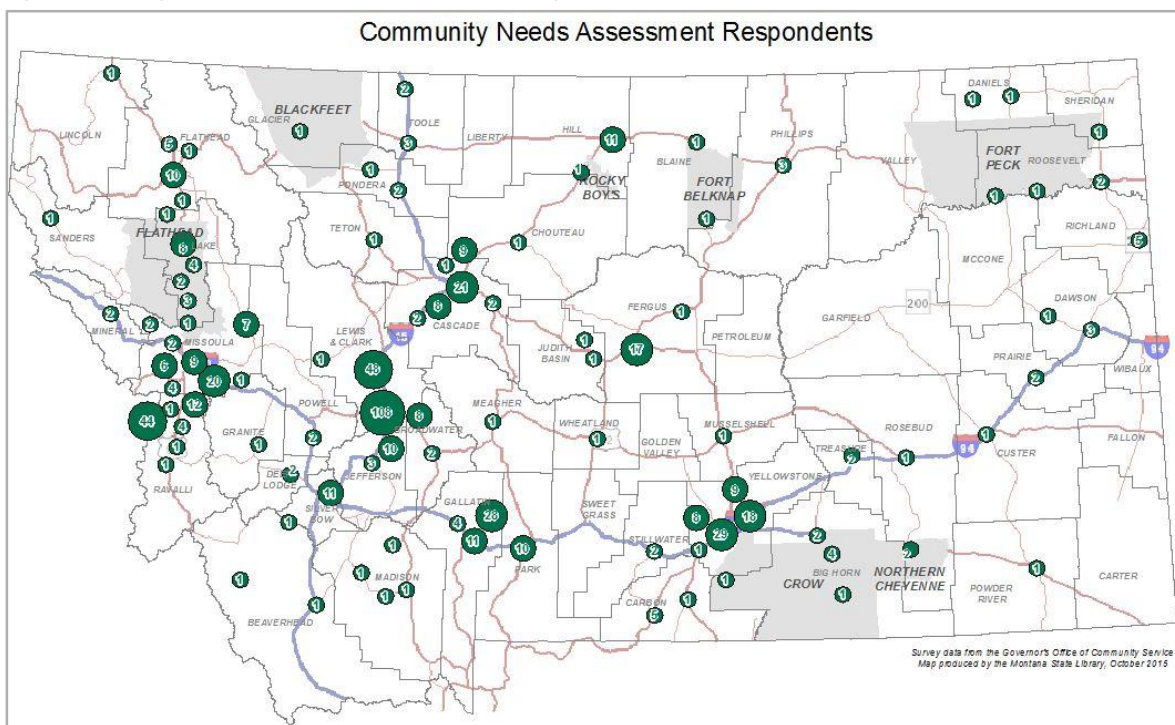
[American Indian Affairs](#)
[Childhood Hunger](#)
[Drought Resiliency](#)
[Early Childhood Education](#)
[Forests in Focus](#)
[Mental Health](#)
[SMART Schools](#)
[Workforce Development](#)

COMMUNITY NEEDS ASSESSMENT

From August 10, 2015 through September 11, 2015, **634** Montanans responded to the OCS Community Needs Assessment. The Assessment was designed to capture what Montanans believe to be the greatest needs facing their communities among the CNCS Focus Areas.

The Community Needs Assessment also captured basic demographic information. Almost **60** percent of respondents identified as themselves when taking the survey, while **24** percent identified with nonprofits. Over **16** percent of results came from those representing government, business, schools, faith-based and Tribal members. Over **70** percent of respondents were female. Over **half** of the respondents were between the ages of 25-54, while nearly **36** percent of respondents were between the ages of 55-69.

The map below represents where individuals responded from across the state:



Results from the Community Needs Assessment in relation to Focus Areas are described below:

ENVIRONMENTAL STEWARDSHIP

- Over **42** percent of respondents agree that **direct, sustained recycling and waste treatment activities** is the most important community need in this Focus Area
- Nearly **36** percent of respondents agree that **workforce development** and **green job training** are high needs
- **Sustainable food sources** is also an important community need, with nearly **32** percent of respondents agreeing

EDUCATION

- Over **40** percent of respondents agree that **early childhood education** and **workforce development opportunities for young adults** are the two most important community needs in this Focus Area
- Nearly **34** percent of respondents agree that **reducing student loan debt** is an important need
- **High school graduation rates**, **mentoring**, and **after school programs** all ranked around **20** percent among respondents

DISASTER SERVICES

- Nearly 50 percent of respondents agree that [emergency preparedness](#) is the most important community need in this Focus Area
- Nearly 44 percent of respondents agree with [pre-disaster mitigation](#) and that more should be done to encourage Montanans to take physical action now to increase safety, financial security, and self-reliance
- Over 41 percent of respondents agree that an [increase of knowledge of local threats or hazards](#) is an important community need

ECONOMIC OPPORTUNITY

- Remarkably 70 percent of respondents agree that [safe and affordable housing](#) is the most important community need in this Focus Area
- Over 35 percent of respondents indicated [homelessness](#) is a major issue facing multiple communities in Montana
- [Workforce development](#) and [professional opportunities for college graduates](#) both ranked high with around 30 percent of respondents indicating those as a priority

HEALTHY FUTURES

- Nearly 40 percent of respondents agree that [mental and emotional health services](#) are the most important community needs in this Focus Area
- [Childhood hunger](#), [physical activity](#), [reducing/preventing obesity](#), and [positive youth development](#) all ranked high with around 30 percent of respondents agreeing
- Nearly 35 percent of respondents agree that [access to primary and preventative health care](#) is an important community need

VETERANS AND MILITARY FAMILIES

- Over 56 percent of respondents agree that [Post Traumatic Stress Disorder \(PTSD\)](#) is the most important community need in this Focus Area
- Nearly 46 percent of respondents agree that [transitional skills](#) are a very important community need
- Nearly 38 percent of respondents agree that [suicide prevention](#) is important, with over 31 percent agreeing that [safe and affordable housing](#) is also an important community need

AMERICAN INDIAN AFFAIRS

- Over 52 percent of respondents agree that [health and wellness](#) are the most important community needs in this Focus Area, among those including [diabetes](#) and [suicide prevention](#)
- Over 40 percent of respondents agree that [education](#) and [job training](#) are important community needs
- [Cultural preservation](#), including traditional language and traditional lands preservation, are important needs among nearly 38 percent of respondents



STRATEGIC GOALS

Goal #1: Conduct Statewide Outreach to Increase Volunteer Participation and Encourage Montanans to be Civically Engaged

Goal #2: Expand and Support National Service

Goal #3: Increase Sustainability of National Service and Volunteerism

Goal #4: Develop and Strengthen Relationships with Community Partners

Goal #5: Increase Montana's Overall Preparedness for Disasters

Goal #6: Increase Statewide Commissioner Engagement

Goal #7: Increase Opportunities for Youth to Serve

Goal #8: Recognize Meaningful Volunteers in Communities throughout Montana



GOAL #1: CONDUCT STATEWIDE OUTREACH TO INCREASE VOLUNTEERISM AND ENCOURAGE MONTANANS TO BE CIVICALLY ENGAGED

Objectives	Strategies
1. Encourage and promote community volunteerism	1.1. Share compelling stories and successes to promote the positive impact of community volunteerism 1.2. Use traditional media such as press releases and news articles to share impacts of volunteerism 1.3. Use social media such as Facebook and Twitter to share impact of volunteerism
2. Encourage Montanans to be civically engaged in their communities	2.1. Continue to promote the Donate Life campaign statewide, including through a partnership with LifeCenter Northwest, the annual Governor's Gift of Life Ceremony, and through the Tree of Life in the Capitol Rotunda 2.2. Inform Montanans of the benefits and encourage them to become organ, eye, and tissue donors
3. Connect Montanans with opportunities to serve	3.1. Conduct targeted outreach to organizations and people who are already meeting the needs identified in the Community Needs Assessment 3.2. Encourage participation in Days of Service and other volunteer opportunities through the OCS website and on social media 3.3. Share opportunities and activities of OCS and other partner organizations through the monthly newsletter



Photo caption: FoodCorps connects kids to healthy food by engaging them through hands-on activities and filling lunch trays with nutritious, local foods.
 Photo credit: Montana FoodCorps AmeriCorps

GOAL #2: EXPAND AND SUPPORT NATIONAL SERVICE

Objectives	Strategies
1. Provide technical assistance and training to AmeriCorps State programs	1.1. Host an annual in-person training for AmeriCorps Program Directors and staff 1.2. Host bi-monthly conference calls with AmeriCorps Program Directors and staff 1.3. Provide training to AmeriCorps members with the annual ServeMontana Symposium and participate in other opportunities throughout the year including member training, swearing-ins, and close of service events
2. Expand National Service programs statewide	2.1. Expand the geographic and programmatic reach of National Service programs in Montana, particularly in Indian Country, and rural and frontier communities 2.2. Expand the number of AmeriCorps programs by promoting funding opportunities that align best with needs identified in the Community Needs Assessment and that can be supported through Competitive, Formula, and National CNCS funding sources 2.3. Engage current partners and Montanans to serve or partner with National Service 2.4. Build on existing relationships to further engage Montanans into National Service and increase awareness about the various service opportunities
3. Encourage cross-stream service collaboration and networking	3.1. Support diverse, cross-stream member development as per program needs and at the annual ServeMontana Symposium 3.2. Encourage cross-stream training and support between AmeriCorps State & National, AmeriCorps NCCC, AmeriCorps VISTA, Senior Corps and Social Innovation Fund (SIF)



GOAL #3: INCREASE SUSTAINABILITY OF NATIONAL SERVICE AND VOLUNTEERISM



Objectives	Strategies
1. Engage current and new philanthropic partners	<p>1.1. Engage current and new philanthropic partners to help expand and promote initiatives of OCS and of National Service programs across Montana</p> <p>1.2. Promote the effective solutions of National Service to partners of the high return of investment for funding National Service, and OCS initiatives and activities</p> <p>1.3. Coordinate efforts to diversify philanthropic partners and decrease overlap in funding sources across National Service programs</p>
2. Diversify financial support	<p>2.1. Engage the philanthropic community to support and/or sponsor AmeriCorps service sites in high-need areas of the state</p> <p>2.2. Seek financial support from the Governor's Office for increased capacity</p> <p>2.3. Seek financial support from corporations, businesses, and nonprofits to expand financial capacity</p>
3. Advance and expand initiatives that contribute to sustainability of National Service efforts in Montana, and the country.	<p>3.1. Expand the number of Montana participants in Employers of National Service, and Mayors, Country and Tribal Day of Recognition for National Service</p> <p>3.2. Educate local leaders and other public or elected officials on the activities and value of service</p> <p>3.3. Publicize and encourage AmeriCorps alums to participate in Montana Campus Compact's Segal Education Award match</p>

GOAL #4:
DEVELOP AND
STRENGTHEN
RELATIONSHIPS
WITH COMMUNITY
PARTNERS



Objectives	Strategies
1. Develop and strengthen relationships with American Indian communities and Tribal leaders	1.1. Develop and strengthen relationships with Tribal nations, schools, and organizations, and the Governor's Office of Indian Affairs 1.2. Expand the impact of National Service by increasing the number of AmeriCorps members serving on and nearby reservations 1.3. Demonstrate the benefits of service on and nearby reservations
2. Develop and strengthen partnerships with other organizations	2.1. Develop and strengthen associations with United Way agencies in Montana, statewide nonprofits, faith-based organizations, educational institutions, and state and federal government agencies 2.2. Strengthen relationship with the CNCS Montana State Office
3. Strategize and plan cross-stream service partnerships	3.1. Develop collaborative cross-stream partnerships between AmeriCorps State & National, AmeriCorps VISTA, AmeriCorps NCCC, Senior Corps programs and Social Innovation Fund (SIF), members, and participants to demonstrate benefits of service



GOAL #5: INCREASE MONTANA'S OVERALL PREPAREDNESS FOR DISASTERS

Objectives	Strategies
1. Increase disaster services provided by National Service members in Montana	1.1. Assess the need for National Service program involvement in statewide disaster preparedness, response and recovery efforts, and develop that plan with AmeriCorps and Senior Corps programs 1.2. Continue to provide basic disaster training at the ServeMontana Symposium via the whole Community Disaster Simulation 1.3. Promote the capabilities of the AmeriCorps Disaster Response Teams , such as Montana Conservation Corps
2. Increase the disaster preparedness of individuals and organizations	2.1. Involve citizens of the whole community in disaster preparedness activities through the use of the Disaster Simulation 2.2. Promote the Great Montana ShakeOut as an annual, statewide earthquake drill with goal of increased participation annually 2.3. Educate the public on local threats and hazards through seasonal outreach campaigns such as Wildfire Awareness Month, National Preparedness Month and Winter Ready 2.4. Leverage relationships with local and state non-profits, state agencies, tribal partners, Senior Corps programs, and other disaster preparedness organizations
3. Increase the involvement of OCS and Ready Montana with disaster response	3.1. Partner with the Voluntary Organizations Active in Disaster (VOAD) to encourage the public to affiliate with organizations before disasters occur 3.2. Promote appropriate disaster response efforts through the website: respond.mt.gov 3.3. Partner with Disaster & Emergency Services and Dept. of Public Health & Human Services to assist with volunteer & donations management if Emergency Support Function #6 is activated and requested

GOAL #6: INCREASE STATEWIDE COMMISSIONER ENGAGEMENT

Objectives	Strategies (Commissioners)
1. Engage Commissioners in National Service activities	<p>1.1. Participate in and track Commissioner engagement with National Service members and programs</p> <p>1.2. Share experiences and provide feedback on National Service engagement opportunities with OCS</p> <p>1.3. Participate in grant review meetings for AmeriCorps Competitive and Formula funding</p>
2. Engage Commissioners in OCS activities	<p>2.1. Actively attend quarterly Commission meetings</p> <p>2.2. Participate in working groups for the ServeMontana Awards, Youth Serve Montana Scholarships, and other opportunities as they arise over the three-year plan</p> <p>2.3. Participate in activities of the office including, but not limited, to: Volunteer of the Game, Days of Service, Mayors Day of Service, the ServeMontana Awards, and the ServeMontana Symposium</p> <p>2.4. Conduct analysis of Commissioner skills, inclination, and availability to engage</p> <p>2.5. Assist OCS with fulfilling goal strategies outlined in the State Service Plan</p>
3. Expand Commissioner engagement in public outreach and education of elected officials	<p>3.1. Expand the Employers of National Service initiative</p> <p>3.2. Engage in public education of the different programs and streams of National Service, and promote granting opportunities</p> <p>3.3. Represent the Commission at community events with partners, nonprofits, and National Service programs to conduct outreach to Montanans about service opportunities</p>



GOAL #7: INCREASE OPPORTUNITIES FOR YOUTH TO SERVE



Objectives	Strategies
1. Increase opportunities for youth to serve	<p>1.1. Engage 7th-12th grade youth in Governor and First Lady Bullock's initiative to alleviate childhood hunger in Montana, and increase leadership development and service project management opportunities through the Governor and First Lady Youth Leadership Council</p> <p>1.2. Continue to serve as a Lead Agency to Youth Service America for the annual Global Youth Service Day</p> <p>1.3. Provide mini-grants to support youth-led projects on or around Global Youth Service Day each year</p> <p>1.4. Increase awareness and understanding of availability of the Youth Serve Montana Scholarship opportunity to high school students statewide</p>
2. Encourage a lifelong commitment to service among young adults	<p>2.1. In partnership with Montana Campus Compact and Student Assistance Foundation, encourage youth to enter postsecondary education institutions in Montana through the Youth Serve Montana Scholarships</p> <p>2.2. Promote the efforts of National Service programs that provide opportunities for youth to serve</p>
3. Recognize volunteer efforts of students	<p>3.1. In partnership with Montana Campus Compact and Student Assistance Foundation, provide 100 high schools seniors with a \$1,000 scholarship for volunteering 100 hours or more through the Youth Serve Montana Scholarships</p> <p>3.2. In partnership with Montana Campus Compact, recognize the volunteer efforts of students at school and in the community through the NAIA Student Volunteer of the Game</p>

GOAL #8: RECOGNIZE MEANINGFUL VOLUNTEERS IN COMMUNITIES THROUGHOUT MONTANA

Objectives	Strategies
1. Recognize volunteers and community improvement efforts statewide	1.1. Recognize meaningful volunteers and organizations in communities throughout Montana, both urban and rural, through an open nomination process and the annual ServeMontana Awards public ceremony 1.2. In partnership with the Governor's Office, No Kid Hungry, and the Office of Public Instruction, recognize efforts to feed Montana's kids school breakfast through the First Lady School Breakfast Champion Awards, held in conjunction with the ServeMontana Awards 1.3. In partnership with Montana Campus Compact, recognize the volunteer efforts of students at school and in the community through the NAIA Student Volunteer of the Game
2. Highlight volunteerism impact to the public	2.1. Use traditional and social media to recognize the impact of volunteers in Montana 2.2. Collaborate with partners and streams of National Service to highlight and share stories of service and volunteerism

ACKNOWLEDGEMENT

OCS acknowledges our many partners and appreciates the diverse support that leads to greater impacts for our citizens. Partnership engagement is vital to the success of service efforts aimed at benefitting all Montanans.

As we move forward with implementing this State Service Plan, we recognize that it takes the collective efforts of each of us to make our communities healthy and prosperous. We thank the individuals, organizations, and philanthropic partners who support our valuable work. If you or your organization wants to learn more about how to further the mission of OCS or support our AmeriCorps family, or if you just want to share ideas and learn more about what we do, please contact us!



EXTERNAL FACTORS

The Montana Governor's Commission and Office on Community Service recognizes that there are many factors that may change over the three-year period of this State Service Plan. Change factors beyond our control include the economy, citizen demographics, peer influences, natural disasters, political leadership, competition for volunteer time and attention, funding, changing social media, and priorities identified by the Governor and/or the Montana Legislature. Further, it is recognized and commonly understood that as the 4th largest state in the U.S. and being highly rural, that Montana is philanthropically underserved.

NEXT STEPS

This State Service Plan will be used as a resource to continue the mission of the Montana Commission on Community Service and staff, as well as encourage a vibrant ethic of service and volunteerism in communities throughout Montana. The State Service Plan will be reviewed quarterly by staff and updated annually by the full Commission to evaluate progress and work towards successfully fulfilling goals. Public comments regarding the 2016-2018 State Service Plan can be submitted at any time over the three year period to serve@mt.gov, upon which a staff member will review and share at the Commission meeting each Fall when the plan is updated.

To request the State Service Plan in an alternative format, or to request supporting documents or additional information, please call 406-444-9077 or email serve@mt.gov.

NATIONAL SERVICE ENDORSEMENT

The Commission maintains a seat for the CNCS State Office Staff to serve as a non-voting, ex-officio member and continue to facilitate well-rounded discussion and collaboration. The Montana Commission on Community Service and the Montana State CNCS Office worked closely to develop the State Service Plan and continue to grow a strong working relationship in matters of National Service and volunteerism in Montana.

GOVERNOR APPROVAL

The 2016-2018 State Service Plan was approved by Governor Steve Bullock on December 3, 2015 pursuant to the Edward M. Kennedy Serve America Act (Public Law 111-13)



Steve Bullock
Governor of Montana



CONCLUSION

From Montana's largest cities and towns to our rural and American Indian communities, National Service and volunteerism is an effective strategy toward meeting critical needs and developing citizens who give back. Service can truly serve as a tool in addressing some of the most significant community needs outlined throughout the State Service Plan. The Montana Governor's Office of Community Service and Commission on Community Service, CNCS Montana State office, National Service programs, nonprofit and government organizations, businesses and corporations, educational institutions, and other stakeholders will continue to work together to make a difference in the lives of Montana's people. Together we will advance and recognize service and volunteerism as a strategy to make Montana safer, smarter, and healthier for generations to come. The rest of the story is up to all of us!

